

## PROJECTS FOR PUBLIC SECTOR ENTITIES

---

Client	Nature of appointment
Auditor-General of South Africa	Seven ethics training sessions presented to Graduates from the AGSA to comply with the values of the AGSA and ethical standards of the auditing profession
Financial Sector Conduct Authority	Nine professional ethics training sessions presented to staff and leaders from the FSCA
The Office of the Premier	Fourteen training workshops presented to members of the Ethics Committees in the Gauteng City Region
The Office of the Ombud for Financial Services Providers (FAIS)	Anti-corruption and ethics training for all staff and leaders from FIAS
The Public Investment Corporation (PIC) (2021)	<ul style="list-style-type: none"><li>• Training of Board members and Social &amp; Ethics Committee</li><li>• Production of customised corporate ethics videos series</li></ul>

---

---

<p>The National Lotteries Commission (2018 – 2022 ongoing)</p>	<ul style="list-style-type: none"> <li>• Appointed on Corporate Governance Panel for the NLC Ethics Office and Secretariat – current</li> <li>• Selected as a Knowledge Partner to give a presentation at the OECD International Anti-corruption and Integrity Forum 2021</li> <li>• Appointed as a service provider to conduct a National Stakeholder Perception Survey (quantitative and qualitative) in line with the Annual Performance Plan of the NLC. Our findings served to improve the effectiveness and efficiency of NLC across all operational areas (Feb – March 2021).</li> <li>• Presentation at the NLC virtual conference to coincide with International Fraud Week. Title of talk: The Risks and Red Flags of Fraud.</li> <li>• Presentation at the NLC virtual conference addressing the issues of dealing with conflicts of interest in the public sector (Sept 2020).</li> <li>• Presentation at and coordination of the NLC National Ethics Indaba hosted at Kayalami (Feb 2020).</li> <li>• Provision of advisory services and project management of ethics interventions e.g., video conversations with Adv. Kevin Malunga</li> <li>• Presentation of training o.b.o. the NLC Ethics Office – eighteen workshops on conflicts of interest, across all nine provinces</li> <li>• Presentations at two NLC virtual conferences with live panel discussions and media coverage</li> <li>• Management of several ethics interventions o.b.o. the NLC</li> <li>• Hosting of focus groups and management conversations across all NLC operations as part of the NLC’s ethics interventions</li> <li>• Organising of ethics indaba’s</li> <li>• Production of customised corporate ethics video series</li> </ul>
--	--

---

<p>Ithuba (April 2021)</p>	<p>Board training: Legal, Governance and Ethical considerations for Directors</p>
----------------------------	---

---

<p>South African Reserve Bank (Feb and Apr 2021)</p>	<p>National webinar addressing: Strengthening a Culture of Integrity in the South African Reserve Bank</p>
--	--

---

<p>SA Pharmacy Council (Feb 2021)</p>	<p>Training of members of the governing body of the Council addressing: Legal and Ethical Considerations in Respect of Conflicts of Interest and Confidentiality</p>
---------------------------------------	--

---

<p>Pension Funds Adjudicator (March 2021)</p>	<p>Ethics Awareness Training for Professional Staff</p>
---	---

---

<p>SA Parliament (Dec 2020)</p>	<p>Training of internal Audit Team: Ethics and Value-based Decision-making</p>
---------------------------------	--

---

Railway Safety Regulator (2019)	Training: Ethical Leadership
Land Bank (June – October 2019)	Conducting of Ethics Investigation o.b.o. the Land Bank Ethics Office
The Road Accident Fund (2019)	Presentation of Ethics Communication course to RAF executive
The Public Investment Corporation (PIC) (2018)	<ul style="list-style-type: none"> <li>• Ethics Awareness Training for all employees, managers and EXCO members</li> <li>• Approximately 300 staff</li> </ul>
Export Credit Insurance Corporation of South Africa (ECIC) (2018)	Training of the ECIC governing body on the ethical duties of directors
Companies and Intellectual Property Commission (CIPC) (2018)	Presentation of Ethical Leadership Seminar
The Department of Economic Development (2017)	Performance of an ethics survey and compilation of a Report of Recommendations
Gauteng Provincial Legislature (2018 and 2022)	Presentation of Anti-corruption and Ethics Training Workshops for Members of the Gauteng Provincial Legislature
Government Medial Aid (GEMS) (2018 – 2019)	Presentation of workshops on legal and ethical duties for the Board of trustees and senior staff
Department of Cooperation and Governance of Traditional Affairs	Presentation of workshops on ethics, legal compliance (Municipal Finance Management Act), governance and ethical leadership for municipal council members across the Free State Province

City of Tshwane Metropolitan Municipality	<ul style="list-style-type: none"> <li>• Conducting of a Legal Compliance Survey in cooperation with the Ethics Institute of South Africa</li> <li>• Performance of a business process risk analysis of the Tshwane Building Office</li> </ul>
Lepelle Northern Water Board	Presentation of induction training on the legal and ethical duties of board members, for the Board
Eskom	<ul style="list-style-type: none"> <li>• Presentation of national fraud-prevention and ethics workshops all over South Africa (five-year engagement)</li> <li>• Act as legal consultant and trainer on the Energy Losses Management Programme</li> </ul>
Auditor-General	Conducting of an impact study of the Public Finance Management Act of 1999
Furnbed	Presentation of a workshop on corporate and ethics governance duties and development of ethics statement for Council members
SAOU (SA Onderwysunie)	Presentation of a workshop on the legal, governance and ethical duties of council members for a Council member and top management

## CORPORATE CLIENTS – PRIVATE SECTOR

Client	Nature of appointment
Absa Bank (2018 and Oct 2020 – April 2021)	<ul style="list-style-type: none"> <li>• Anti-corruption compliance training of Compliance Officers across Africa</li> <li>• Training of board of directors of nine ABSA African regional offices addressing the legal, ethical and governance duties of directors.</li> </ul>
Barloworld Equipment (2018 – ongoing)	<ul style="list-style-type: none"> <li>• Conducting of ethics investigations</li> <li>• Presentation at the Barloworld African Leadership Conference</li> <li>• Presentation of thirty-six workshops on ethics and compliance training – seventeen sites across South Africa were covered within five weeks</li> <li>• Customisation of corporate training for operational staff at mines</li> <li>• Culturally-diverse facilitators utilised to address language barriers</li> </ul>

Mintfresh (Nov 2020 – ongoing)	Mentorship training on professional ethics in the workplace. Young entrepreneurs programme.
Chamberlain (Feb 2021)	Management training: Professional ethics
SAIL (Oct 2020)	Anti-corruption compliance training
Tarsus Technology Group (July 2019 – 2020)	<ul style="list-style-type: none"> <li>• Development and presentation of online ethics awareness training to all managers and staff</li> <li>• Presentation of thirty-two workshops on anti-corruption compliance across South Africa and in Namibia to all managers and staff</li> </ul>
Newrak (May 2019)	Training: Anti-corruption Compliance Training for Newrak Leadership Team.
Windlab (Oct 2019)	Anti-corruption Compliance Training for Windlab African team
The Lewis Group (July to October 2017)	<ul style="list-style-type: none"> <li>• Presentation of seventy-seven ethics awareness workshops to staff in stores across all nine provinces, including Namibia and Botswana, within twelve weeks</li> <li>• Training of executive directors</li> <li>• Development of seven different anti-corruption and ethics awareness courses for Lewis employees at different staff levels</li> <li>• Development of a companywide ethics action plan</li> <li>• Creation of Ethics Task Team Project Committee</li> <li>• Development of a new company-wide Code of Ethics</li> <li>• Development of six training videos based on the new Code of Ethics</li> </ul>
Tsogosun Golden Horse Casino (February and March 2019)	Development and presentation of an ethical leadership course for managers
Rand Merchant Bank (RMB) (July – October 2018)	Development and presentation of ethics awareness course for support staff

Nedbank (2016 – 2018)	<ul style="list-style-type: none"> <li>• Performance of internal ethics investigation on behalf of the bank</li> <li>• Development and presentation of internship programme for Nedbank Ethics Champions – hosted by the Nedbank Ethics Office</li> <li>• Presentation of training sessions on anti-corruption and legal compliance for ethics officers and risk management department staff (three-year engagement)</li> <li>• <u>Development and presentation of internship programme for Nedbank Ethics Champions – hosted by the Nedbank Ethics Office</u></li> </ul>
Bell Equipment (April 2018)	Presentation of anti-corruption and anti-fraud workshop to Bell Group Executive Committee
Sanlam (2016 – 2018)	Presentation of Sanlam-sponsored ethics lectures to various organisations: Bowman Gilfillan Attorneys, MMQS Quantity Surveyors, Nexia SAB&T Accountants, RLB Pentad Quantity Surveyors, Paragon Architects, Mashabane Rose Associates, Werksmans Attorneys and GLH Architects
DRA (2016 – 2019)	<ul style="list-style-type: none"> <li>• Presentation of training sessions on corporate and ethics governance for senior management</li> <li>• Development of an ethics statement</li> <li>• Review of anti-corruption policy, gift register, etc</li> <li>• Development of a due diligence questionnaire</li> <li>• Development of, and support for ethics awareness communication campaign</li> <li>• Development of online-anti-corruption training material</li> </ul>
Eqstra Flexi Fleet, and Fleet Management and Logistics (2016 and 2018)	<ul style="list-style-type: none"> <li>• Presentation of training session on corporate and ethics governance for senior management</li> <li>• Presentation of “Ethics in Motion” workshops to middle management and staff</li> <li>• Development of ethics awareness programme and communication strategy</li> </ul>
Eqstra Corporation Limited (2016)	Presentation of training sessions on the functions and mandate of the Social and Ethics committee for members of the company’s Social and Ethics Committee
Group Five (2014 – 2016)	<ul style="list-style-type: none"> <li>• Training on directors’ duties and liabilities, anti-corruption and ethics awareness training for Board and Manco</li> <li>• Training on corporate and ethics governance for senior managers</li> <li>• Presentation of “Ethics in Action” workshops for staff</li> <li>• Consultation and policy development on anti-corruption and risk management framework, ethics and compliance function, code of conduct (five-year engagement)</li> </ul>

Basil Read	<ul style="list-style-type: none"> <li>• Presentation of workshops on anti-corruption and anti-bribery for Manco and senior management</li> <li>• Presentation of anti-corruption and ethics awareness training workshops for middle management and professional staff (three-year engagement)</li> </ul>
GIBB Engineering	Presentation of workshops on anti-corruption, corporate and ethics governance for senior management (two-year engagement)
Murray & Roberts	Presentation of workshops on anti-corruption, corporate governance and ethics for the company's Graduate Programme for young engineers (two-year engagement)
Nyeleti Consulting Engineers	<ul style="list-style-type: none"> <li>• Presentation of a training session on anti-corruption and ethics management for senior management</li> <li>• Development of an ethics statement</li> <li>• Development and implementation of an Ethics Communications campaign (two-year engagement)</li> </ul>
Siemens	Guest speaker at Siemens' Africa Compliance Conference
Rosond	Presentation of a workshop in legal and ethical duties of directors for Board members
Investec	Presentation of an ethics workshop for compliance officers
Ampath	<ul style="list-style-type: none"> <li>• Presentation of training course of provident fund trustees</li> <li>• Presentation of ethics awareness sessions for Ampath staff</li> </ul>
Forever Young (Annie Skincare)	<ul style="list-style-type: none"> <li>• Trustee of Dr Annique Theron</li> <li>• Legal adviser to Forever Young (seven-year engagement)</li> </ul>
Universal Leaf	Presentation of specialist anti-corruption and compliance training sessions in four countries
Momentum	<ul style="list-style-type: none"> <li>• Presentation of training sessions on corporate governance, risk and ethics management to the Board of trustees</li> <li>• Presentation of workshops on risk-management and legal compliance to senior management</li> </ul>
Sasol	Presentation of ethics training sessions for the Management programme

## PROJECTS FOR TERTIARY INSTITUTIONS

---

Client	Nature of appointment
Henley Business School	<ul style="list-style-type: none"> <li>Lecturing as part of postgraduate diploma in management practice. Topic: Ethical Leadership and Theories of Decision-making (2020 – ongoing)</li> <li>Presentation of a workshop on regulatory environment and good governance</li> </ul>
University of Stellenbosch Business School	Presentation of a three-day specialist course: Economic Empowerment Fundamentals Programme, Ethics Study School
University of the Witwatersrand's Business School – Leadership Development Centre (WBS)	Lecturing as part of the Leadership Development Programme: Corporate and Ethics Governance (2015 – ongoing)
UNISA – Department of Industrial and Organisational Psychology	Presentation of professional development training sessions on corporate culture and ethical dilemmas for senior management and professional staff
Continuing Education @ the University of Pretoria (CE@UP) (now called Enterprises@UP)	Presentation of certificate programme on corporate and ethics governance for post-graduate students (five-year engagement)
University of Pretoria: Department of Health Sciences	Presentation of an ethics lecture at the National Symposium of the Department of Health Sciences
University of Pretoria: Department of Agriculture	Presentation of a certificate programme on corporate and ethics governance for the Leadership development programme (three-year engagement)
Tshwane University of Technology	Presentation of a workshop on ethical leadership for senior management

## PROJECTS FOR NOT-FOR-PROFIT (NFP) ENTITIES

---

Client	Nature of appointment
--------	-----------------------



Ubunye Be Afrika Development Trust (April 2019)	The legal, governance and ethical duties of trustees
The Ethics Institute (TEI)	<ul style="list-style-type: none"> <li>• Former board member</li> <li>• Presentation of ethics and legal compliance modules for the Ethics Officer Certification Programme</li> </ul>
Business Unity South Africa (BUSA)	<ul style="list-style-type: none"> <li>• Development of an E-learning Ethics Programme</li> <li>• Presentation of national ethics workshops all over South Africa</li> <li>• Business-integrity mentor for young business (and future) leaders (three-year engagement)</li> <li>• Representative of BUSA on the National Ethics Forum from 2003 – 2013</li> <li>• Programme chair of the National Ethics Summit</li> </ul>
National Business Initiative (NBI) and the United Nations Global Compact Network	Presentation of national workshops on ethics and ethical business practices to business leaders
South African Professional Services Awards (SAPSA)	Head judge of the Professional Services Awards sponsored by PPS and Sanlam (two-year engagement)
Association of Certified Fraud Examiners of South Africa (ACFE SA)	Presentation of an ethics lecture at the Annual Conference
Namibia Institute of Democracy	<ul style="list-style-type: none"> <li>• Development of a national ethics campaign and training material</li> <li>• Presentation of national ethics workshops in Namibia</li> </ul>
Transvaalse Landbou-Unie (TLU)	Presentation on ethics at National Annual Summit
Compliance Institute Southern Africa	<ul style="list-style-type: none"> <li>• Appointed trainer for board examination on legal compliance, risk management, corporate governance and ethics management for compliance officers (three-year engagement)</li> <li>• Presentations at annual conferences</li> <li>• Lecture on the ethics and risks of social media</li> </ul>
Consulting Engineers of South Africa (CESA): School of Engineers	Presentation of workshops on ethics and business integrity management systems for the Professional Development Programme

